

**TO: MEMBERS, BOARD OF EDUCATION** **REVISED**  
**FROM: ANTHONY W. KNIGHT, Ed.D., SUPERINTENDENT**  
**DATE: SEPTEMBER 1, 2015**  
**SUBJECT: 1. APPROVE RESOLUTION NO. 15-15, AUTHORITY TO IMPROVE  
 COMPENSATION FOR CERTAIN CATEGORIES OF EMPLOYEES  
 AFTER JULY 1, 2015**

CONSENT

**ISSUE:** Shall the Board adopt Resolution No. 15-15, reserving the right to grant future compensation improvements to employees not covered by labor contracts?

**BACKGROUND:** In accordance with information received from the Ventura County Office of Education, it is requested that the Board of Education take action to reserve the right and maintain the authority to improve compensation for certain categories of unrepresented employees after July 1, 2015.

It is recommended that the Board approve Resolution 15-15, attached, reserving the right to grant to unrepresented employees, including those who are members of the confidential, supervisory, and management groups, and as such are not covered by labor contracts, the right to compensation improvements. This Resolution would remove any doubt that the Board of Education has the right to improve compensation to non-represented employees on or after July 1, 2015, and to set the amounts and effective date of any such improvements. Approval of this resolution is required by law and provides maximum flexibility to revise compensation schedules following final state budget decisions and completion of collective bargaining contract negotiations.

**ALTERNATIVES:**

1. Adopt Resolution No. 15-15, Authority to Improve Compensation for Certain Categories of Employees After July 1, 2015.
2. Do not adopt Resolution No. 15-15.

**RECOMMENDATION:** Alternative No. 1

Prepared by: Martin Klauss, Assistant Superintendent, Business and Administrative Services

Respectfully submitted:

\_\_\_\_\_  
 Anthony W. Knight, Ed.D.  
 Superintendent

Board Action: On motion of \_\_\_\_\_, seconded by \_\_\_\_\_, the Board of Education:

VOTE:	AYES	NOES	ABSTAIN	ABSENT
Hazelton	_____	_____	_____	_____
Helfstein	_____	_____	_____	_____
Laifman	_____	_____	_____	_____
Rosen	_____	_____	_____	_____
Ross	_____	_____	_____	_____
Student Rep	_____	_____	_____	_____

**OAK PARK UNIFIED SCHOOL DISTRICT**

**RESOLUTION NO. 15-15 (REVISED)**

**AUTHORITY FOR THE BOARD OF EDUCATION TO IMPROVE COMPENSATION FOR  
CERTAIN CATEGORIES OF EMPLOYEES AFTER JULY 1, 2015**

**THE BOARD OF EDUCATION OF THE OAK PARK UNIFIED SCHOOL DISTRICT HEREBY RESERVES** the right to grant to unrepresented employees, including those who are members of the confidential, supervisory, and management groups, and as such are not covered by labor contracts, the right to compensation improvements. This Resolution would remove any doubt that the Board of Education has the right to improve compensation to non-represented employees on or after July 1, 2015, and to set the amounts and effective date of any such improvements.

**WHEREAS**, unrepresented employees, including those who are in confidential, supervisory, or management positions, whether certificated or classified, and as such, not members of collective bargaining units, and their compensation is not negotiated in labor contracts; and,

**WHEREAS**, the Board of Education believes that compensation consideration should be given to unrepresented employees, including those who are in confidential, supervisory, or management positions, whether certificated or classified,

**THEREFORE BE IT RESOLVED** that the Board of Education of the Oak Park Unified School District reserves the right to consider and to improve compensation to one or all of the unrepresented employee groups, including those who are in confidential, supervisory, or management positions, in Fiscal Year 2015-16 and to make any such salary and benefits improvements effective July 1, 2015, or at any date thereafter during Fiscal Year 2015-16.

**ADOPTED** this 1st day of September 2015, by the governing board of the Oak Park Unified School District of Ventura County, California by the following vote:

AYES:

NOS:

ABSTAIN:

ABSENT:

**THIS IS TO CERTIFY** that the above resolution was adopted by the Board of Education at a regular meeting of the board.

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Clerk/Secretary of the Board